

### MAOL Program Learning Outcomes Report Summary 2023

The following table summarizes the assessment of PLOs for the MAOL program for the assessment cycle 2023. This process is conducted regularly as part of the annual learning results assessments, which measure two or three PLOs for each program each year. This summary report is to be submitted to the EEC upon its completion.

<b>Program</b>	Master of Arts in Organizational Leadership
<b>Assessment Period</b>	Summer 1, 2022 to Spring 2, 2023
<b>Program Learning Outcomes (PLOs)</b>	<p>PLO 1: Integrate ethical principles of Christian faith and leadership in organizational settings.</p> <p>PLO 7: Demonstrate the ability to build positive relationships through team building and collaboration with multiple stakeholders.</p>
<b>Closing the loop (from the last time these same PLOs were assessed)</b>	This is the first year PLOs 1 and 7 were assessed.
<b>Standards of Success</b>	<p>PLO 1: Artifact Proficiency Standard: Each artifact is considered to have met the proficiency standard if two out of the three categories of measurement achieve at least a “satisfactory” rating according to the artifact assessment rubric. Aggregate student scores equal 80% for Assignment: Moral Excellence Reflection and Action Plan: Part 3 for ORGS 550 as measured by the artifact assessment rubric.</p> <p>PLO 7: Artifact Proficiency Standard: Each artifact is considered to have met the proficiency standard if two out of the three categories of measurement achieve at least a “satisfactory” rating according to the artifact assessment rubric. Aggregate student scores equal 80% for Assignment: Part 5: Peer Evaluation and Self-Reflection Presentation for ORGS 590 as measured by the artifact assessment rubric.</p>
<b>Evidence</b>	<p>PLO 1: Moral Excellence Reflection and Action Plan: Part 3 for ORGS 550; Sample size - 17 artifacts.</p> <p>PLO 7: Part 5: Peer Evaluation and Self-Reflection Presentation for ORGS 590; Sample size - 4 artifacts.</p>
<b>Assessment Tool</b>	<p>PLO 1: <a href="#">Direct assessment rubric</a> for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p> <p>PLO 7: <a href="#">Direct assessment rubric</a> for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p>
<b>Assessors</b>	<p>PLO 1:  <a href="#">Dr. Robert Waltz</a>, Instructor  <a href="#">Dr. Kurt Takamine</a>, Adjunct Instructor  <a href="#">Dr. Bradly Roh</a>, Adjunct Instructor, Tiebreaker</p> <p>PLO 7:</p>

	<p><a href="#">Dr. Robert Waltz</a>, Instructor  <a href="#">Dr. Kurt Takamine</a>, Adjunct Instructor</p>
<b>Results</b>	<p>PLO 1: Based on the <a href="#">joint assessment scorecard</a>, 15 out of 17 samples passed (88.2%).</p> <p>PLO 7: Based on the <a href="#">joint assessment scorecard</a>, 4 out of 4 samples passed (100.00%)</p>
<b>Discussion of Results</b>	<p>PLO 1: Students applied an ethical framework to solve an organizational dilemma using research and problem-solving skills. They demonstrated an understanding of moral excellence and the application of moral principles from a Christian worldview. Students, regardless of their profession of faith, applied Christian principles of moral excellence.</p> <p>PLO 7: Students demonstrated team effectiveness by assuming various roles and working collaboratively to complete a group assignment. The group assignment in an online, virtual environment is an effective way for students to learn teamwork and collaboration.</p>
<b>Proposed Changes</b>	<p>PLO 1: None  PLO 7: None</p>
<b>Rationale for Proposed Changes</b>	N/A
<b>Financial Resources Required</b>	N/A
<b>Annual Learning Report Approved</b>	Approved by the EEC on November 7, 2023.
<b>Follow Up (Closing the Loop for PLOS assessed in previous assessment cycle)</b>	<p>PLO 2: Apply leadership theories and principles in culturally diverse global organizations.  Revise assignment instructions to better align with the assignment requirements, the grading rubric, and the solutions identified in part 4.  Add the requirement for scholarly sources that support the diagnosis, recommendations, and goals to the assignment instructions.  Completed 01/23/2023</p> <p>PLO 3: Analyze data and present solutions through effective oral communication.  Restrict students to a single platform for completing oral presentations.  The DLS team has been notified and is working on a solution to ensure that the artifacts for evaluating oral communication skills are available for assessment.</p> <p>In process. The DLS team will change all instructions for oral presentations connected to a mastery PLO. The change will require students to create an MP4 file for all narrated and video presentations.</p>